

Industrial Relations Department
Monthly Report for November, 1947.

TO: George H. Robinson
Executive Secretary

FROM: Roy E. Norris
Industrial Relations Secretary

Activity during November included: The intensification of the drive for white collar jobs for qualified Negroes, by reaching union locals through the State Council of the C.I.O. Efforts are directed toward assumption by especially designated committees in various union locals, of the responsibility to call upon existing good union-management relations to effect the hire of Negroes in white collar jobs as well as on the production floor.

Development of the Committee on Public and Private Employment Agencies, in connection with the Household Employment Program. This committee is charged with the job of gaining cooperation in the use of the H.E. Standards in the work of public and private referral agencies.

Several conferences with interested persons in the community regarding our Department Store Program, helped resolve the strategy for next steps. We received tangible evidence that Hearns was ready to employ their first Negro sales clerk, but we did not complete the referral since the person would definitely work only until Christmas. We thought it better for Hearns to make good its promise to us to hire Negroes in this category (and its promise to a committee we secured to represent the Essex County Inter-group Council on this same matter), after the first of the next year when their hires would be on a more permanent basis, and represent a more bona-fide change in hiring policy. Through our Executive Secretary, we secured the promises of Mrs. Barkhorn, Mrs. Griffith, and Mrs. Cornelson to confer with the President of Hahne and Company on the hiring of Negroes as sales clerks. This conference will be held in January.

Initial work on the Annual Vocational Opportunity Campaign was begun by reaching the Principals and Head Counselors of each of the junior and senior high schools in Newark. Cooperation towards a constructive year-round program designed to specifically include Negroes, with a special week of emphasis in March, was in evidence with all school officials except one. This Principal (newly appointed), feels his school does not need any help whatsoever from the New Jersey Urban League. His school shows no less evidence of need for increased value of vocational guidance for its Negro pupils than any of the other schools.

The Council for Fair Employment in Smaller Retail Stores, organized by the Industrial Relations Secretary and a lay person, has been conducting a survey of stores in the third ward to determine the total number of employees, the total number of Negro employees and the specific jobs Negroes hold. The survey is not yet complete, but in only three of 175 stores reached so far, are Negroes found in any white collar jobs, regardless of the fact that more than 75% of the customers in those stores are Negroes.

Your Secretary drew up a questionnaire to be sent to a selected sample of employers in northern New Jersey, to determine the total number of persons working in white collar jobs, and the number of Negroes so employed. This is in connection with the White-Collar Survey initiated by your Secretary through the Industrial Council of Urban Leagues and Similar Agencies (in New Jersey and New York City) which he organized three years ago. This survey will form a basis of excellent direction for the drive for white collar jobs for qualified Negroes.

Your Industrial Relations Secretary enjoyed a standing ovation given him after his Address to the open meeting of the Regional Conference of Lambda Kappa Mu Sorority during the month.

Inter-Agency cooperation brought about our help to the Y. W. C. A. on its Young Adult Program planning; to the National Urban League in its research on white-collar and department store work and Negroes; as well as additional work as a member of the Evaluation Committee of the Annual Conference of the National Urban League; to the N. Y. Urban League for whose client we secured (Plumbers') union probationary membership; to the National Council for a Permanent P.E.P.C. in acting as a distribution center for P.E.P.C. material; the State Parole Board on behalf of a parolee; and the acceptance and referral of special cases from and to other agencies.

Informational reports on the status of the Negro worker in North Jersey were prepared at the request of the American Veterans Committee for the Montclair Forum; the State Council of the C.I.O.; and for a person writing a thesis (on a related subject) at Hampton Institute.

Your Secretary was happy to thank an individual for a gift of \$25 in appreciation for the good quality of our referral service in supplying them workers. We are also indebted to the Personnel Manager of a firm served by us for a gift of books of value to this department. This is the second gift of books in only a few months.

In our Employment Referral Service there were 71 applicants, 54 female and 17 male of whom 9 were Veterans. Forty-five referrals were made for 17 males and 28 females. Eleven special vocational guidance interviews were given.